

country, all with different surroundings, different classes of employees, different local demands.

"There are a good many live wires in this work," said Miss Goss. "When a group of workmen think they would rather bring sandwiches, go get a pail of beer and sit on the curbstone to eat; they are apt to consider it interference if we send down the push-cart with an electric coil and kettles of hot soup and steaming coffee at noon. But two months after we started in doing this in one plant, the saloon-keepers came over and begged us to stop it, because it was driving them out of business. But we have a better and healthier workman, and the workman's wife has a steadier husband, with the beer habit cut out. To that extent paternalism pays.

"There has been too little education in some places, too much in others—education of the wrong kind; too much devotion to purely esthetic attempts, things that don't make for bread-winning. Technical training is of the first importance. We are looking only for practical benefits. The company believes that everybody ought to have an opportunity to work under the best possible conditions, and outside of work ought to have a chance for the best kind of fun.

"One of the most necessary things is to guard against accidents and to provide the best plan for medical and surgical treatment. In some of the plants this is well looked after, although not by the same system in all places. Where six or seven thousand hands are employed, where a hundred and sixty or more shops are full of diversified machinery, men are bound to be hurt, and where the population is ignorant of sanitary and physical laws, men are bound to be sick. Dr. Fisk and his assistant in the McCormick infirmary treated twenty-five thousand cases last year. Sixty per cent of these were surgical. While the great majority of the injuries were scratches, cuts and small abrasions, it is, of course, clear that prompt attention to them prevented no end of blood-poisoning and other ill results. Of amputations there were seventy-five, but only a few serious ones, which were removed to a neighboring hospital under Dr. Fisk's charge. The company keeps an ambulance for this purpose. In the course of the year he attended five hundred employees who were ill at

home. There were three deaths from injuries received in the works, one by the breaking of a grindstone, one from a collision in the freight yards, one from the collapse of a section of flooring.

"Sanitary improvement will do away with a lot of medical cases, but to prevent accidents we will establish not only effective safety appliances, if possible, on all machinery, but shop rules which will do away with the carelessness of workmen.

"A 'relief' system is about to be put into effect also, to apply to every establishment we have. The technical schools for employees are to be widely extended, and here"—laying her hand upon a huge pile of letters—"are details of every industrial pension system in vogue in the United States. When, by study and comparison, the best features of all these can be combined, the Harvester Company will adopt it.

"What we are trying to do as rapidly as may be is to get the whole situation systematized. When the plan is complete, getting it into operation will not be so difficult."

It is plain to see, and to feel, as you touch the personal mechanism of the Harvester Company at its various points, that the work that is being done for the betterment of conditions has the best guarantee of success, to-wit, the appreciation and co-operation of everybody all down the line.

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SUSPICIOUS.

"I guess Mr. Roxley ain't as rich as some people think," said Tommy. "You said he didn't have to work, but could jest go 'round enjoyin' hisself wherever he pleased."

"So he kin," said Jimmy.

"Well, he wasn't at that dandy Sunday school picnic of ours yesterday, an' the tickets wuz on'y twenty-five cents."—Catholic Standard.

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